

# Outreach Plan Timeline

2021-24

 **Missouri**  
DEPARTMENT OF ELEMENTARY & SECONDARY  
**EDUCATION**™



## **TEACHER RECRUITMENT AND RETENTION TIMELINE OF ACTION STEPS 2021**

January 2021

- ✓ Create a comprehensive campaign effort to support the teacher ad

February 2021

- ✓ Present cumulative GPA comments to State Board of Education and recommend passing new rule language.

March 2021

- ✓ Offer online training modules that prepare individuals to be substitute teachers.
- ✓ Compile data on the numbers of NBCT teachers in the state.
- ✓ Secure a grant to fund the teacher externship program.

April 2021

- ✓ Present the revised rule language eliminating cumulative GPA to teacher education programs to clarify changes to the rules.
- ✓ Conduct four teacher externship sessions for an initial cohort of 30 teachers, administrators and counselors.
- ✓ Submit a proposal for the November Counselor Conference.

May 2021

- ✓ Host a career exploration event for students to expose them to the teaching profession by May 2021

June 2021

- ✓ Gather data on the quality of online trained substitutes and present to the Board, MACCE and MABEP.
- ✓ Conduct two pilot teacher externships for an initial cohort of 30 teachers, administrators and/or counselors.

July 2021

- ✓ Add information to the New Counselor Institute that includes promoting teaching.

August 2021

- ✓ Reintroduce revised language that allows online training as a way to earn a substitute certificate.
- ✓ Create more effective training for new teachers.

September 2021

- ✓ Hire and train additional MLDS Specialists for each region of the state.
- ✓ All rules without the cumulative GPA requirement go active.

October 2021

- ✓ Contract with TEACH.org to create the TEACH Missouri recruitment initiative.

November 2021

- ✓ Presentation at the Counselor Conference on the importance of recruiting teacher candidates.

December 2021

- ✓ Collect online applications by community colleges by due date at the end of the month.
- ✓ Create an NBCT Advisory Group and secure funding to support teachers working on NBCT.

## **TEACHER RECRUITMENT AND RETENTION TIMELINE OF ACTION STEPS 2022**

January 2022

- ✓ Receive online GYO applications from school districts and charter schools by due date at the end of the month.
- ✓ Receive online retention applications from school districts and charter schools by due date at the end of the month.

February 2022

- Identify interested TOY representatives will to reach out to their local legislator.
- ✓ Work with PSRS to explore options for expanding the use of retired educators.
- ✓ Gather research on master teacher certificates in other states.

March 2022

- Secure three release days for TOY representatives willing to speak at high schools and/or universities.
- ✓ Research different ways to incorporate indicators into the accountability system.
- MSBA and/or DESE Communications provides an orientation to TOY representatives who will participate in talking to legislators.
- Identify 25 mentors and 50 teachers who will participate in the pilot group working on NBCT.

April 2022

- Schedule a time for TOY Finalists to meet and establish a script for all to use when they are presenting to high schools and/or universities.
- Create draft language to be used to permanently revise statute on use of retired educators.

#### May 2022

- Gather data on FTA and Educators Rising chapters to determine how many and where they are located.
- Gather data from teachers at all tested grade levels on the time, attention and preparation for testing that is currently taking place.
- Provide a grant funding opportunity to school districts to expand teacher voice/leadership opportunities.
- Provide training to new teachers across the state.
- TOY representatives conduct online or in-person visits with legislators.
- Make permanent changes to statute that creates greater flexibility in using retired educators.

#### June 2022

- Gather regional and school data on GYO efforts across the state.
- Post information in an online portal on how loan forgiveness works.
- Develop the online digital platform as a part of the recruitment initiative.
- Conduct additional Pathways to Teaching Career events in other regions of the state.
- Create and implement recruitment strategies to increase participation in MLDS in three fourths of districts.
- Present research and gather input from higher education and school districts on the master teacher certificate.
- TOY representatives present on being a teacher to universities and high schools.

#### July 2022

- Create a set of guidelines on how Innovation and Equity funds are dispersed.

#### August 2022

- Gather proposed changes to state accountability.
- Receive online applications from school districts and compile those addressing mental health issues.
- Brainstorm ways to support FTA and Educators Rising chapters.
- Compile extent of recruitment grant implementation and evidence of effectiveness of strategies.
- Compile extent of retention grant implementation and evidence of effectiveness of strategies.
- Gather data on the effectiveness of Pathways to Teaching Careers events and their impact.
- Evaluate the effectiveness of new teacher training and adjust to make the training more effective.
- Compile strategies used by community colleges to recruit students into educator preparation programs.

#### September 2022

- ✓ Gather data from a representative group of teachers on the current status of their planning time.

#### October 2022

- Document the degree of implementation of GYO efforts.

#### November 2022

- ✓ Secure Governor's support for establishing an Innovation and Equity Fund.

#### December 2022

- Convene a workgroup to develop research supported strategies for planning time that addresses issues identified through the data.

#### January 2023

- ✓ Convene a work group to summarize themes of learning for all students in the research.
- ✓ Summarize proposed changes to the accountability system.
- ✓ Implement strategies for strengthening partnerships with FTA and Educators Rising.

#### February 2023

- Create and disseminate suggestions from the workgroup to improve the quality of individual and collaborative planning time.

#### March 2023

- ✓ Convene a panel of educators to review data and make recommendations on revisions to state accountability system.
- ✓ Present master teacher certification language to MACCE and the State Board of Education.

#### May 2023

- ✓ Gather legislative support for an Innovation and Equity fund that attracts teachers to hard-to-staff content areas and locations.

#### June 2023

- ✓ Continue implementation of the recruitment initiative.
- ✓ Continue recruitment strategies to increase participation in MLDS in all regions of the state.
- ✓ Support teachers in their efforts to achieve full NBCT.
- ✓ Create State Board of Education recommendations for how learning for all students' indicators can be incorporated into the accountability system.

#### August 2023

- Track data on how much the information on loan forgiveness is being used by students.
- Develop guidelines and recommendations for using teacher voice in school and district decision-making.
- Compile extent of implementation and evidence of effectiveness of mental health strategies.
- Determine which recruitment strategies are most successful at recruiting new teachers.
- Compile successful GYO strategies in schools and regions of greatest need.
- Determine the effectiveness of strategies used by community colleges to get students into teacher preparation programs.
- Create testing recommendations for a revised accountability system.
- Determine which retention strategies are most successful for retaining teachers.

September 2023

- Based on evaluation data collected, implement strategies to increase the use of loan forgiveness.

October 2023

- Explore possibilities for incorporating panel recommendations into revisions to the state accountability system.

August 2024

- Disseminate teacher voice/leadership guidelines and recommendations to all school districts and charter schools.
- Determine which mental health strategies are most successful at retaining teachers.

## **TEACHER RECRUITMENT AND RETENTION**

### **EVIDENCE OF SUCCESS 2021-24**

September 2021

- ✓ All certification areas will be changed so they no longer include the cumulative GPA as a requirement allowing more male and diverse teacher candidates.

December 2021

- ✓ There is a 10% increase of individuals with a sub certificate (1,200) available to schools.

May 2022

- 80% of school counselors that attend the session will demonstrate an increased awareness of their role in promoting the teaching profession.

June 2022

- TOY representatives will visit with their respective representatives and senators about the needs of the teaching profession and students.

August 2022

- TOY representatives will present to at least one university or high school in their region.

September 2022

- There will be a 10% increase in the number of retired educators available to fill critical shortage areas.

May 2023

- There is a 10% increase in the number of FTA and Ed Rising chapters throughout the state.

June 2023

- A second round of Pathways to Teaching Careers will be conducted in all regions of the state to encourage teachers to be recruiters of future teachers.
- An increase of 10% of new teachers will receive more high quality mentoring as evidenced by new teacher surveys and data gathered by teacher associations.

September 2023

- Information and guidelines will be shared with all school districts and charter schools on how to improve individual and collaborative planning time for teachers.

October 2023

- There is a 10% increase the number of teacher candidates who qualify for loan forgiveness.
- The state's accountability system will include indicators supporting the learning of all students.

#### May 2024

- School districts will have additional funds to provide incentives to teach in hard-to-staff locations and content and create GYO programs in districts with recruitment challenges.
- A master teacher certificate will be completed and ready for use by teachers who will be a teacher leaders leading from the classroom.

#### June 2024

- At least 50% of principals and assistant principals in each region and 70% of school districts in each region of the state will be participating in MLDS.

#### August 2024

- Effective recruitment strategies will be compiled and used to create a statewide teacher recruitment system.
- Effective GYO strategies for schools and regions where there is the most need will be compiled and used to create a statewide teacher recruitment system.
- Effective retention strategies will be developed into a statewide teacher retention system.
- A statewide teacher recruitment system will include recruiting students in community colleges into teacher prep programs.
- There is a 5% increase in the number of teachers in Missouri seeking NBCT.

#### September 2024

- All schools will be measured against a revised accountability system that is based on data on time, attention and preparation that testing requires.

#### October 2024

- 80% or more of high school students (213,310 out of 266,638) will view the video resulting in 3% of them (8,000) choosing to pursue teaching as a profession – 25% of them will be diverse and 50% of them male.
- The state's accountability system will include indicators of growth to support teacher retention.
- All school districts and charter schools will receive guidelines and recommendations on expanding teacher voice in making decisions directly affecting teaching and learning.
- Mental health resources and services will be provided that improves teacher retention.